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Autore	Billingsley Bonnie S.
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""Role Problems""""Stress and Burnout""; ""Special Educators' Plans to Leave""; ""Why Attrition Matters""; ""Teacher Quality""; ""School Improvement""; ""Costs of Attrition""; ""Chapter Summary""; ""Selected Readings""; ""Web Sites""; ""Part II - Finding and Cultivating High-Quality Special Educators""; ""Chapter 3 - Recruiting and Hiring Highly Qualified Special Educators""; ""Scenario: ""Where are the Qualified Applicants?""""; ""Chapter Overview""; ""Recruiting Special Education Teachers""; ""Expand the Applicant Pool""; ""Recruit from Diverse Teacher Groups""  
 ""Consider ""Grow Your Own"" Programs""""Market Your Special Education Program""; ""Offer Special Incentives""; ""Effective Hiring and Assignment Practices""; ""Centralized Versus Decentralized Hiring""; ""Recruit and Hire Early""; ""Identify Desirable Teacher Characteristics""; ""Carefully Screen Applicants""; ""Special Education Certification""; ""Teacher Preparation""; ""Experience""; ""Teacher Tests""; ""References""; ""Make a Good First Impression""; ""Assemble the Interview Team and Develop Questions""; ""Schedule the Interview and Establish the Applicant's Itinerary""  
 ""Confirm the Interview""""Develop Interview Guidelines""; ""Consider Match of Teacher to Position""; ""Caseload Match""; ""School Level Match""; ""Program Model Match""; ""Applicant Preferences""; ""Teachers without Adequate Preparation""; ""Job Offers and Compensation""; ""Tips for Leaders""; ""Streamline Recruitment and Hiring Processes""; ""Establish Relationships with Teacher Preparation Programs""; ""Provide Incentives for Switchers""; ""Chapter Summary""; ""Selected Readings""; ""Web Sites""; ""Chapter 4 - Supporting New Special Educators through Responsive Induction""  
 ""Scenario: How We Eat Our Young""

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## Sommario/riassunto

Billingsley highlights the problems that drive many special educators out of teaching and outlines practical recommendations that leaders can use to increase retention.

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